



Commanders Conference

TECOM G-1
16 Apr 02

Mr. Bruce Judge
AC/S G-1

TECOM G-1

- **AC/S G-1 BRUCE JUDGE DSN 278-3085**
- **OFF ASST MERI FISCHER DSN 278-2231**
- **G-1A MAJOR BILL RAMPEY DSN 278-3064**
- **CIV PERS LINDA SCHLEIS DSN 278-3549**
- **CIVASST CAROL MURCEK DSN 278-3751**
- **CAR PLR GYSGT RITCHIE DSN 278-9886**



TECOM G-1

- **STAFFING(MAJOR RAMPEY)**
 - **COORDINATES WITH MMEA/MMOA ON ALL QUANTICO ASSIGNMENTS TO MCC 068/069 (EDU CMD/OCS), 086 (TECOM HQ), 087 (TRNG COM HQ) AND 095 (WTBN QUANTICO)**
 - **ON BEHALF OF THE CG, TRNG COM, TROUBLE SHOOTS ALL DET/SCHOOL STAFFING PROBLEMS**
 - **IS THE TECOM POINT OF CONTACT TO M&RA ON ALL MANPOWER ISSUES**



TECOM G-1

- **STRUCTURE (MAJOR RAMPEY)**
 - **IS THE T/O CONTROL AND ADVOCATE FOR ALL T/O'S IN TECOM**
 - **IS THE SOLE POINT OF CONTACT FOR TECOM TO THE TOTAL FORCE STRUCTURE DIVISION ON ALL T/O AND STRUCTURE MATTERS**



TECOM G-1

- **CIVILIAN PERSONNEL (MRS SCHLEIS)**
 - **COORDINATES ALL CIVILIAN ACTIONS FOR TECOM CIVILIAN PERSONNEL ABOARD QUANTICO**
 - **OVERSEES CIVILIAN STRUCTURE FOR ALL TECOM SUBORDINATE COMMANDS OUTSIDE OF QUANTICO**
 - **APPROVAL AUTHORITY ON ALL NEW BILLETS/UPGRADES**



TECOM G-1

- **CAREER PLANNER (GYSGT RITCHIE)**
 - **TECOM CAREER PLANNER IS ALSO TRNG COM CAREER PLANNER**
 - **COORDINATES ALL CG WAIVERS REQUIRED TO BE SEEN BY CG,TRNG COM**
 - **MONITORS FTAP/STAP STATUS**
 - **PROVIDES INFORMATION/TRAINING/ASSISTANCE TO DET/SCHOOL CAREER PLANNERS**
 - **INTERFACES FOR TECOM WITH MMEA**



MANPOWER ISSUES YOU SHOULD BE AWARE OF

- **Staffing Precedence Reduction**
 - **New Staffing Precedence Order lowered staffing of Formal Schools to 95%**
 - **Instructors are no longer specified as “excepted” billets**
 - **Small detachments are unaffected**
 - **What did we do to help?**
 - Drew a “no fire area” around instructor MOS’s at some schools.....the 5% reduction comes from support MOS’s**



FORMER Precedence Levels

Excepted(100% of ASR by grade and MOS)

- **JT/acquisition billets**
- **HMX-1/Blue Angels support**
- **FSMAO/Food Mgmnt Tms/Admin Analysis Tms**
- **MAWTS/MAD, Pax River**
- **Recruiting 'A' billets**
- **MEU Command Elements**
- **Instructor/training billets; schools, MATSGs, MCI, MCRDs, training sqdns, EWTGs**
- **MEPCOM**
- **VX-9, NWC China Lake**

Totals (2165 Officers/13489 Enlisted)

Priority(100% of total ASR)

- **HQMC,MCRC, MCCDC, MATCOM, MARFORs**
- **MEF Command Elements**
- **MCRSC, DFAS, MCSA**
- **MSG Bn, MCSF Bn, Marine Barracks**
- **MCTSSA, MCOTEA**
- **I&Is, 4th Div, 4th Wing, 4th FSSG**
- **Recruiting 'B' billets**
- **FMF aviation units, MCASS**
- **'V' FMF units**
- **Radio Bns, MARSPT Bn**
- **Mobile Construction Bns**
- **Training support personnel; schools, MCRD, MATSG, EWTG**
- **Flag Allowances**

Totals (9366 Officers/64140 Enlisted)



New Precedence Levels

Excepted (100%)

- HMX-1 Structure (Pres Supt) (85/381)
- MCRC Structure (Dist & below) (438/3213)
- MEU CE Structure (133/273)
- JDAL (540/0)
- MSG Bn (33/1238)
- I&I Staffs Reg't and below (367/3428)

**Totals (1596
Officers/8533 Enlisted)**

Priority (95%)

- MEF Command Elements (346/405)
- Reconnaissance Units (66/977)
- Joint and External Billets (1205/1121)
- **Formal Schools (960/5276)**
- MCRD (366/3255)
- MCRC HQ (43/47)
- MARFOR Forward HQ (58/78)
- Infantry Battalions (1080/20568)
- Flying Squadrons (2455/16484)
- Radio Battalions (79/1164)
- CSSDs (79/1177)
- I&I Staffs Div/Wing/FSSG HQ (107/357)
- MarBks Wash D.C. (ceremonial) (19/538)
- Blue Angel Support (4/12)
- Bands (7/350)
- MCSF Bn (104/2364)

Totals (6978 Officers/53688 Enlisted)



Result of the new staffing order on the Marine Corps

		<u>Old</u>	
	Officer	Enlisted	Total
Excepted	13.5%	9.8%	10.2%
Priority	58.4%	46.6%	47.8%
Pro-Share	28.1%	43.6%	42.0%
		<u>New</u>	
	Officer	Enlisted	Total
Excepted	9.9%	6.2%	6.6%
Priority	41.6%	39.1%	39.4%
Pro-Share	48.5%	54.7%	54.0%



How are the effects of 95% staffing being minimized?

- **A “no fire area” around selected instructor MOS’s at selected schools/detachments.....ensure they are staffed at 100%**
- **Bottom line: the 5% reduction then comes from “support” billets**

MOS Protection (No Fire Area)

- **Ft Knox: 1812/2146**
- **Ft Sill: 08XX**
- **MCCSSS: 0170/0151/8151**
- **Ft Lee: 1391/33XX/0451**
- **Aberdeen: 13XX/21XX**
- **Keesler: 28XX/64XX/68XX**
- **Goodfellow: 2673**
- **MCCES: 01XX/30XX/2862**
- **Fort Leonard Wood: 1310/5711**



MOS Protection (cont)

- **SOI-W: 0313/31/41/51/52/ 3002/2111**
- **SOI-E: 0331/41/51/52 3002/2111/3531**
- **AAS Bn: 1833/21XX**
- **EWTG's: 03XX/8654**
- **MWTC: 03XX**
- **MCES: 11XX/13XX**



MANPOWER ISSUES YOU SHOULD BE AWARE OF (CONT.)

- **Tables of Organization**

- **Can be accessed on the Total Force Structure Website at:**

- [**WWW.MCCDC.USMC.MIL/TFS/**](http://WWW.MCCDC.USMC.MIL/TFS/)

- **Website has change request form(NAVMC 11355)**

- **Submit via the chain of command to CG, MCCDC (C53/TFS)**

- **Compensation for any increases is always the issue**



Forwarding a T/O Change Request (TOCR)

- **Review MCO 5311.11C (on the TSFD website)**
- **Submit to CG, MCCDC (C5327) via CG, Training Command, and CG TECOM (G-1)**
- **TECOM Msg 291200Z Jan 02 sets timelines for all TOCR's to arrive at TECOM Hqtrs annually (15 Apr & 15 Oct) to be able to impact on Feb and Aug running of the Trooplists by TFSD**



T/O Change Requests....which T/O do you use?

http://www.mccdc.usmc.mil/TFS/ENTER_SITE.ASP

Current

- **Current and Future T/O&E**
- **T/O&E Change Request Form**
- **Troop List**
- **TFSD POC List**
- **IHG Coding**
- **Research Tools (Cross Reference Tables)**
- **Whats New at TFSD**
 - **Uncompensated Billet Review**
 - **MOS Spec/OccFld Mgr POCs**
 - **TMR Users Help File**
 - **MCO 5311.1C**

Future

- **Current and Future T/O&E**
- **T/O&E Change Request Form**
 - **Electronic Staffing (status updates)**
- **Troop List/ASR (Expected O/Bs)**
- **TFSD/MOS Spec/OccFld Mgr POCs**
- **IHG Coding**
- **Research Tools (Cross Reference Tables and Users Manuals)**
- **Marine Corps Orders (TFS Process, Manning and Staffing, AAO)**
- **Data Query Capability**



Enlisted Retention

- **TECOM has become an equal player with the MARFORS, MCRC, and MATCOM for missioning purposes**
- **Each Commanding General within TECOM has a first-term retention mission based on MOS/EAS'ing first term population**



USMC FTAP History / Trends

<u>FY</u>	<u>EAS Pop.</u>	<u>FTAP#</u>	<u>Agg. % of EAS</u>
93	24,301 13.42%	3,264	
94	22,018	4,004	18.19%
95	20,943	4,057	19.37%
96	22,072	4,296	19.46%
97	24,000	4,600	19.17%
98	21,824	4,634	21.23%
99	23,832	5,472	22.87%
00	22,294	5,787	25.95%
01	23,051	6,068	26.32%
02	22,400 26.4%	5919	



FTAP

- TRAINING COMMAND TASKED WITH REENLISTING 74 MARINES IN 31 SPECIFIC MOS'S.**
- 124 REENLISTED OVERALL**
- 28 OF 31 MISSIONED MOS'S COMPLETED(90.3%).**
- 3 MOS's REMAIN TO BE FILLED: 3381 (1) CLOSED,
3052 (1) and 2336 (2)**
- START PREPARATIONS FOR FY03 FIRST TERM REENLISTMENTS WHICH BEGIN 1 JUL 02.**



STAP

- **TECOM TASKED WITH REENLISTING 817 CAREER MARINES IN 123 MOS'S IN FY02**
- **TECOM SUBORDINATE CMDS HAVE REENLISTED 554**
- **TRNG CMD MISSION: 323 IN 76 SPECIFIC MOS'S**
- **252 MARINES REENLISTED.**
- **38 OF 76 MOS'S COMPLETED(50%)**
- **COMMAND REENLISTMENT BREAKDOWN WILL BE PUBLISHED MID 3RD QTR FY02 TO ALL CMDS**
- **PROBLEM AREAS: MISSING FITREPS, OUTDATED PFT'S, LAST MINUTE SUBMISSIONS**



RETENTION CONCERNS...HOW CAN YOU HELP?

- **SCREENING PROCESS**

- **TOO MANY REQUESTS ARE BEING FWD'D TO MMEA WITH ERROR'S. COMMON ERRORS:**
 - **Incomplete information in the CO comment block**
 - **Missing Pro/Con's**
 - **Req exceeds svc limits**
 - **Outdated PFT**
 - **Missing FITREPS**
 - **Career Planner Comment block filled out improperly**
 - **No body fat % when Marine exceeds wt standards**
- **THESE ARE ALL SHOW STOPPERS. ADDITIONALLY, INTERVIEWS ON ALL MARINES ARE NOT BEING CONDUCTED AT THE APPROPRIATE TIMES.**



FYI

- **ALL CMDS WILL RECEIVE A FY03 FTAP AND OR STAP REENLISTMENT MISSION... BE PROACTIVE AND ENGAGED**
- **FOR FY03 REENLISTMENTS, CMDS WILL RCV A MONTHLY UPDATE**
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- **FY03 RETENTION STANDOWNS/ BRIEFS SHOULD BE CONDUCTED BETWEEN 15 APRIL -15 JUN 02**
- **CG TRNG CMD HAS AUTHORITY TO REENLIST QUALIFIED FIRST TERM MARINES!**



TECOM/TRNGCOM Career Planner at your Service

- **The TECOM Career Planner will travel to any school/detachment to aid the command**
- **Annual TECOM hosted Enlisted Retention Conference to keep your Career Planners up to date on whats occurring(last month's was a great success....thanking for sending your Marines!)**



TECOM Promotion Board Participation

- **TECOM specifically broken out with the other major Marine Corps commands for selection board participation**
- **TECOM representation on ALL regular officer and enlisted selection boards, and many Reserve Boards**
- **CG TECOM's intent: To ensure that your Marines have someone on the board who knows the environment they work in!**



Training Command Selection Board Requirements for FY 02

- **1 Col: Major USMC Sel Bd/ Oct 01**
- **1 Sgt Major: E-8/9 USMC Bd/Jan 02**
- **1 LtCol: CWO USMC Sel Bd/Aug 02**
- **1 1st Sgt : SSgt USMC Sel Bd/Jun 02**



Screening

- **Review CMC White letter 04-02 and MCO 1326.6D prior to sending your Marines to Special Duty Assignments or Enlisted PME schools**
- **MMEA has been receiving a large amount of complaints from overseas commands about Marines arriving from schools not being properly screened**



Post September 11th Impact

- **Mobilization of 47 reservists at Quantico, the MCRD's and MAGTFTC in late 01 primarily for AT/FP....partial demobilization by Jun 02**
- **Personnel augmentation to MARCENT/MFL/5th Marines/26 MEU.....most are back.**
- **1 Officer augmented to Homeland Def Office...he's back.**
- **4 Officers/Enlisted to MCCDC Assessment Team....still there**
- **ADSW requests are up slightly**



Civilians

- **A resource not a program**
- **Tied to workload**
- **Baseline document is the Letter of Authorization(LOA)
....not the T/O**
- **Funding is the key**

QUESTIONS?